actively caring

CSR program - 2022 data
Naturally committed to a sustainable world
A value-creating CSR program

Sustainable development at SILAB has been deeply rooted since the creation of the company. It was formalized in 2021 in a program called Actively Caring.

Actively Caring is based on 5 strategic pillars that illustrate its cross-functional commitment. With multi-year objectives and action plans, this program meets a willingness for continuous progress and is reflected in concrete initiatives.

Strategy
Fostering a sustainable growth dynamics

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>€68.5 M of sales</td>
<td>8% growth</td>
</tr>
<tr>
<td>20% of investments devoted to innovation</td>
<td>1/4 of the workforce works in Research</td>
</tr>
<tr>
<td>340 patents</td>
<td>3 new active ingredients</td>
</tr>
<tr>
<td>2 active ingredients with new efficacy data</td>
<td>2 innovation awards</td>
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Innovation - Growth - Adaptability

People
Promote professional fulfillment and quality of life at work

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<tr>
<td>400+ employees</td>
<td>26 new hires</td>
</tr>
<tr>
<td>92% of permanent contracts</td>
<td>56% of women</td>
</tr>
<tr>
<td>44% of men</td>
<td>100% of the staff trained at least once per year</td>
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Involvement - Equality - Training - Health

Sourcing
Apply our Mastering natural program with respect for people & planet

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<tr>
<td>100% of active ingredients are natural or derived from natural materials</td>
<td>62% of NRM* traced back to the plot or collection area</td>
</tr>
<tr>
<td>1 team dedicated to the authentication of NRM*</td>
<td>1 ethical and responsible sourcing system</td>
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Traceability - Quality - Biodiversity - Ethics

Environment
Limit the environmental impact

- 100% of waste recycled or recovered from energy
- €700 k invested in in-house carbon fund
- -50% water
- -10% energy
- -15% carbon impact

Water - Energy - Waste - Carbon - Continuous management

Communities
Create value through sharing experience

- €60,000 donated by the SILAB - Jean PAUFIQUE Corporate Foundation to support young researchers
- €66,000 donated to associations and institutions
- 7+ involvements in professional organizations
- 25 local associations supported

Research - Cosmetic industry - Territory

A recognized strategy

A website dedicated to Actively Caring!

Scan the QR code, find out more about our CSR program and our sustainable initiatives carried out by all our employees!
SILAB, a sustainable company

SILAB is an independent and innovation-based company, pioneer in the field of research and industrialization of natural active ingredients since its creation in 1984. Its objective is to sublimate Nature through scientific and technological innovation for the beauty and health of the skin. All of its active ingredients are derived from its own research and manufactured in its single site.

In accordance with its founding values - Independence, Excellence, Quality - SILAB works in a societal approach devoted to both humankind and respect of the planet.